

Introduced by: Councilmember Elrich

First Reading: June 7, 2004
Second Reading: June 21, 2004

ORDINANCE NO. 2004-17

Pay Plan For Staff Who Are Covered By The AFSCME Collective Bargaining Agreement

AN ORDINANCE TO: adopt a revised pay scale for staff who are covered by the AFSCME Collective Bargaining Agreement for FY 04, tied to the Position Classification Schedule as approved by the City Manager in accordance with Sec. 8B-114 through Sec. 8B-122 of the City Code as modified by Ordinance 1999-29 or as modified herein.

WHEREAS: the City has determined that it is in the best interest of the City's Staff and of its Citizens to adopt a pay plan that provides for wages based on the current market, AND

WHEREAS: the City has ratified a Collective Bargaining Agreement with Local 3399, The American Federation of State, County, and Municipal Employees, which provides for a market adjustment to be effective July 1, 2004, AND

WHEREAS: the Department of Labor Wage and Salaries Employment Cost Index for State and Local Government as of December 2003 shows an annual market increase of less than 2.5%, AND

WHEREAS: the Collective Bargaining Agreement requires a minimum increase of 2.5%.

NOW THEREFORE BE IT ORDAINED BY THE CITY COUNCIL OF TAKOMA PARK MARYLAND THAT: the attached pay scale is adopted for the City staff who are covered by the Collective Bargaining Agreement with AFSCME for the Fiscal Year beginning July 1, 2004 and ending June 30, 2005, and will remain in effect until amended or repealed by the Council.

Adopted this 21st day of June, 2004 by roll call vote as follows:

AYES: Porter, Austin-Lane, Barry, Elrich, Mizeur, Seamens, Williams

NAYS:

ABSTAIN:

ABSENT:

EMPLOYEE PAY SCALE - FY 05**Ordinance No. 2004-****Staff who are covered by the Collective Bargaining Agreement with AFSCME****2.5% Market Adjustment Effective July 1, 2004**

GRADE		STEP 1	STEP 2	STEP 3	STEP 4	Mkt Point	Maximum
21	Annual Hourly	\$24,288 \$11.68	\$25,017 \$12.03	\$25,768 \$12.39	\$26,541 \$12.76	\$26,974 \$12.97	\$36,918 \$17.75
22	Annual Hourly	\$25,746 \$12.38	\$26,518 \$12.75	\$27,314 \$13.13	\$28,133 \$13.53	\$28,592 \$13.75	\$39,133 \$18.81
23	Annual Hourly	\$27,290 \$13.12	\$28,109 \$13.51	\$28,952 \$13.92	\$29,821 \$14.34	\$30,308 \$14.57	\$41,481 \$19.94
24	Annual Hourly	\$28,928 \$13.91	\$29,796 \$14.32	\$30,690 \$14.75	\$31,610 \$15.20	\$32,127 \$15.45	\$43,970 \$21.14
25	Annual Hourly	\$30,664 \$14.74	\$31,583 \$15.18	\$32,531 \$15.64	\$33,507 \$16.11	\$35,178 \$16.91	\$46,609 \$22.41
26	Annual Hourly	\$32,503 \$15.63	\$33,478 \$16.10	\$34,483 \$16.58	\$35,517 \$17.08	\$36,097 \$17.35	\$49,405 \$23.75
27	Annual Hourly	\$34,454 \$16.56	\$35,487 \$17.06	\$36,552 \$17.57	\$37,648 \$18.10	\$38,264 \$18.40	\$52,369 \$25.18
28	Annual Hourly	\$37,899 \$18.22	\$39,036 \$18.77	\$40,207 \$19.33	\$41,413 \$19.91	\$42,090 \$20.24	\$57,606 \$27.70
29	Annual Hourly	\$41,689 \$20.04	\$42,939 \$20.64	\$44,228 \$21.26	\$45,554 \$21.90	\$46,299 \$22.26	\$63,367 \$30.46
30	Annual Hourly	\$47,942 \$23.05	\$49,380 \$23.74	\$50,862 \$24.45	\$52,388 \$25.19	\$53,245 \$25.60	\$72,872 \$35.03
31	Annual Hourly	\$55,133 \$26.51	\$56,787 \$27.30	\$58,491 \$28.12	\$60,246 \$28.96	\$61,230 \$29.44	\$83,803 \$40.29